

# INFORMATION MEMORANDUM

**TO:** Mayor Kogon and Members of Amherst Town Council

**FROM:** Shelley Rector CPA, CMA - CFO

**DATE:** February 19, 2019

**SUBJECT:** Council Remuneration Information

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## Background

At the January 28, 2019 meeting of Council, staff were instructed to prepare a report outlining which other municipalities have independent committees setting remuneration for Council, and what the salaries of other comparable municipal Councillors are.

## Discussion

Staff were able to find a report completed for HRM in 2004 which used a Citizen's Commission for the Remuneration of Council, a copy is attached for Council's reference. Staff were not able to find evidence of the use of independent committees for the setting of Council Remuneration elsewhere in Nova Scotia. There were various examples of by-laws for setting Council Remuneration in N.S. Some of the highlights included the use of annual CPI indexes and a four-year review of Council Remuneration in the Budget year prior to an election so that Council votes on the in-coming Council's salary rather than their own.

In Summerside, Prince Edward Island, a new by-law was passed in October of 2018 which requires any changes to the bylaw relating to compensation or benefits to first go through an independent commission that will be appointed by Council. It must consist of one to three members who are not on Council or not municipal staff.

Council requested the salaries of comparable towns in Nova Scotia:

Municipality, Town, or Village	Mayor/Warden Salary Range	The Deputy Mayor Salary Range	The Councillor Salary Range	Population (2016)	Per Capita - Mayor	Per Capita Deputy	Per Capita Councillor
Town of Amherst	36,447	24,375	21,542	9,413	3.87	2.59	2.29
Town of Antigonish	34,293	21,839	19,660	4,364	7.86	5.00	4.51
Town of Bridgewater	30,870	20,930	17,640	8,532	3.62	2.45	2.07
Town of Kentville	38,600	24,300	21,700	6,271	6.16	3.87	3.46
Town of Stellarton	20,343	15,915	14,359	4,208	4.83	3.78	3.41
Town of Truro	41,029	26,648	23,684	12,261	3.35	2.17	1.93
Town of Wolfville	30,134	20,488	18,148	4,195	7.18	4.88	4.33
Town of Yarmouth	39,372	27,791	23,160	6,518	6.04	4.26	3.55

Note: except for Amherst these are based on the salary review by AMA; note Antigonish and Wolfville have Universities and additional student population

## CONCLUSION

Staff were able to find two example where independent committees were used to review Council remuneration, one in HRM, and more recently Summerside has passed a by-law for an independent commission to review Council remuneration. Many municipalities do have by-laws in place for Council remuneration which include a CPI increase in January of each year.